

**State Sunshine Collective Bargaining Proposals  
For Inclusion in the Agreement with the  
American Federation of State, County, and Municipal Employees (AFSCME)  
Bargaining Unit 19**

**General**

In recognition of the Governor's proposed 2008/09 budget and the State's existing and projected fiscal deficit, the State desires to negotiate contract provisions that are fiscally responsible and that will achieve improved efficiencies within State government. The State is especially interested in any concept that reduces employer costs or achieves fiscal savings to the State.

The employer recognizes that the Unit 19 contract expires June 30, 2008 (with the exception of the Plata Equity Salary Agreement regarding full compensation that expire June 30, 2010), and is prepared to negotiate any and all provisions of such contract for inclusion in a successor agreement. Further, the employer will consider any issue that is arguably within scope for inclusion in a successor contract. Specifically, the State is willing to meet and confer in good faith with the union on the following subjects:

Article 1 – Recognition and Coverage

Article 2 – Union Rights

Article 3 – State Rights

Article 4 – Supersession

Article 5 – Grievance and Arbitration Procedure

Article 6 – Hours of Work and Overtime

Article 7 – Salaries

Article 8 – Holidays

Article 9 – Leaves

Article 10 – Health and Welfare

Article 11 – Retirement Plan

Article 12 – Allowances and Reimbursements

Article 13 – Health and Safety

Article 14 – Education and Training

Article 15 – Personnel Activities

Article 16 – Layoff and Displacement

Article 17 – Miscellaneous

Article 18 – Contracting Out

Article 19 – General Provisions

Article 20 – Term

Side Letter 1 – Domestic Partners

Side Letter 2 – On-Call

Appendix A – Medical Staff Membership

**New Proposals**

The State may make additional specific proposals or counter-proposals in any of the enumerated subject areas as issues arise during the course of bargaining.